

May 22, 1997

JOB ORDER CONTRACTING PARTNERING CONTRACT

We agree:

- To be open mind
- To understand all points of view
- To submit valid work requests
- To return to the table to clarify misunderstandings or conflicts
- To make collaboration a means of obtaining scope of work
- To make the book not be the law we live by
- To be flexible and versatile
- Not to retreat to respective corners and defeat the process
- To recognize, respect and work with the respective social styles
- To have greater openness to each others' work schedules, know what they are
- To make the best effort to meet the collective contract that was drawn
- To pursue being more flexible and accommodating of our personal view points
- To confront our problems in a positive and cooperative manner
- To meet and evaluate our partnering process periodically
- Have a common goal to meet our customers' needs
- To continually build the trust bond by sharing ideas and knowledge
- To deliver a quality process and product

Signatures:

David Colwell
Robert L. [Signature]
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Dawn O'Connell
Jeffrey [Signature]
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